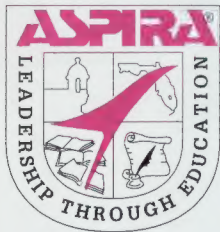


1996

Annual Report



ASPIRA[®] of Florida, Inc.

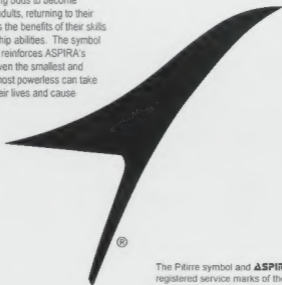
Corporate Office

3650 North Miami Avenue

Miami, Florida 33127

El Pitirre

The Pitirre is the symbol of ASPIRA. A small, fragile tropical bird found in Puerto Rico, the pitirre is known for its agility and rapid flight and for its ability to outsmart, tire, and defeat much larger birds. ASPIRA believes that the pitirre is a fitting symbol for young Latinos. Aspirantes gain the confidence of the pitirre by acquiring knowledge and developing their leadership skills. They then can face and overcome the seemingly overwhelming odds to become productive adults, returning to their communities the benefits of their skills and leadership abilities. The symbol of the pitirre reinforces ASPIRA's belief that even the smallest and seemingly most powerless can take control of their lives and cause changes.



The Pitirre symbol and **ASPIRA®** are registered service marks of the ASPIRA Association, Inc.

ASPIRA of Florida, Inc.

1996 Annual Report

*An annual account of program performance, fiscal performance
and community advocacy for fiscal year July 1, 1995 through June 30, 1996*

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Front Cover:

The Wynwood Community Mural

Inside Front Cover:

El Piliere corporate logo

Inside Back Cover:

Thank you; Funding Logos

ASPIRA of Florida's Mission Statement:

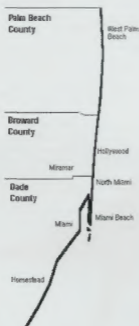
*To develop a better educated, more community
conscious and committed Puerto Rican, Latino and
other minority youth*

ASPIRA Education Seal



Club Locations

The ASPIRA club system is a network of educational *peer support* youth clubs which meet weekly and is facilitated by an ASPIRA counselor. The ASPIRA clubs discuss high school graduation, college education and access, substance abuse and HIV prevention, as well as community mobilization for safer neighborhoods. ASPIRA encourages and develops public and private collaborations to meet the educational and developmental needs of all its youth participants known as Aspirantes.



Palm Beach County:

West Palm Beach
Forest Hill Senior
Conniston Community Middle
Palmetto Elementary

Broward County:

Hollywood
Apollo Middle

Miramar

Miramar Senior
Henry D. Perry Middle

Dade County:

North Miami
North Miami Senior
North Miami Middle
Thomas Jefferson Middle
VIP Club

Miami Beach

Miami Beach Senior High
Nautilus Middle
South Beach Community

Greater Miami

Miami Carol City Senior
Miami Central Senior
Miami Edison Senior
Miami Jackson Senior
Accolade Middle
Allapattah Middle
Booker T. Washington Middle
Madison Middle
Miami Edison Middle
Buena Vista Elementary
Miramar Elementary
Roberto Clemente Park
Antonia Pantoja Club

Homestead

Accolade South Middle
Campbell Drive Middle
Homestead Middle
Redland Middle
Campbell Drive Elementary
Leisure City Elementary
Redlands Outreach
South Dade Outreach

A Letter from the Executive Director

¡Un saludo cordial!

This annual report is an account of the services, programs and corporate affairs of ASPIRA of Florida, Inc., during the period July 1, 1995 through June 30, 1996.

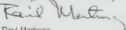
ASPIRA is committed to pursue the highest quality programming to meet the educational and developmental needs of Puerto Rican, Latino and all youth throughout Florida's multi-cultural communities.

To this end, the ASPIRA of Florida Board of Directors, staff, and Aspirantes (ASPIRA club members) have embarked on a path of geographic expansion. In the Homestead area, ASPIRA South was created modeling the Miami programs of alternative education and youth leadership development. In 1996, ASPIRA institutionalized boards of advisors for the Broward and Palm Beach divisions. Local community advocacy was vital in securing resources for program operations.

ASPIRA's fiscal solvency and expanded programs in times of congressional restrictions and divestment in human services is a demonstration of the dedication of staff and volunteers to overcome barriers and resistance to change. Common sense, business principles, product development, focus, and results have convinced local, state, and federal stakeholders to continue supporting investments in Latino youth.

We would like to acknowledge the United Way of Dade County, Metro-Dade Commission, Dade County School Board, State of Florida, US Department of Education, US Department of Justice, and the private sector for their continual support and investment in Latino youth.

Sincerely,



Raul Martinez
Executive Director



This program period 1995-96 marks 15 years of working with South Florida youth.

Organizational Background and Program Philosophy

The need to prevent Puerto Rican youth from dropping out of school and aspire to something greater was the legitimate social purpose for ASPIRA's existence in New York City in 1961.

Twenty years later on March 2, 1981, ASPIRA of Florida, Inc., was established to fulfill the same public trust. The needs assessment conducted by community leaders, youth advocates and educators has validated organizational program goals and objectives.

The goal of ASPIRA is to empower the Latino community through the education and leadership development of its youth. Central to this mission are four major objectives designed to prepare our youth as the future leaders of our community.

Organizational Objectives:

- To increase the access of post-secondary education opportunities to low income, first generation college bound Latinos and other minority youth.

- To develop the leadership potential of the youth and foster a commitment to dedicate their skills to the advancement of the community.
- To motivate, orient and assist the youth in their intellectual, personal and cultural development through counseling and educational services.
- To advocate for greater access to quality education and leadership opportunities and programs.

Program Performance

ASPIRA of Florida, Inc. utilizes an educational peer culture model known as the **ASPIRA Club System**. The ASPIRA Clubs are organized by staff throughout Dade, Broward and Palm Beach counties at school sites or community neighborhoods.

The ASPIRA Clubs meet on a weekly basis and operate under parliamentary procedures. The youth elect peer representatives as officers of the club. The officers of each club meet on a monthly basis and form the **ASPIRA Club Federation (ACF)**. The ACF has an annual convention during Christmas recess and elect an ACF Executive Committee of officers. The President, and Vice President are Directors of the ASPIRA Board, and serve a one year term. The ACF President and the Chairperson of the local Board are Directors of the National Board of the ASPIRA Association, Inc., based in Washington D.C.

The club members are referred to as *Aspirantes* and come from the ranks of the unmotivated and under-educated as well as academically talented. Over 80% are identified and selected by computer profile and potential dropout criteria.



ASPIRA Movement Founder Antonia Pantoja flanked by 1991-92 ACF President Susan Oyeda-Barrera and 1992-93 ACF President Ana Vallejo.

ASPIRA has received national and local recognition for its efforts with minority youth. In December, 1990, ASPIRA was named by the Southern Association of Colleges and Schools as one of the top 25 Exemplary Programs in Dropout Prevention in the Southeastern United States.

On April 5, 1991, the City of Miami Beach honored ASPIRA for providing services in the areas of dropout prevention, drug abuse awareness and youth gang avoidance. In 1991, Raul Martinez, Executive Director of ASPIRA of Florida, Inc. was awarded the National Juvenile Justice Award from Eastern Kentucky University for ASPIRA's track record in youth gang prevention. In 1992, ASPIRA received the Multicultural Leadership and Involvement Award from the National Community Education Association for designing innovative programs for multiethnic students. Finally in 1996, ASPIRA won the JCPenney Golden Rule Award for outstanding community service and the Roberto Clemente Excellence Award.

Moreover, ASPIRA is the lead agency in gang prevention of Latino youth in Dade County. Supplementing a United Way initiative, ASPIRA in 1989 received funding from the U.S. Department of Health and Human Services to organize a consortium of community resources to combat the growing problem of youth gangs in the Miami area. Over the course of three years, ASPIRA has provided educational and counseling services to 2400 potential gang members and high school dropouts in four inner city neighborhoods (Wynwood, South Beach, Hialeah, and Little Havana) and rural South Dade.

The ASPIRA Process

The basic philosophy of ASPIRA is the belief that schools, parents, youth and the community must interact to bring about positive results. The formula devised to utilize local resources is known as the **ASPIRA Process** and the

product created from this formula is a more community conscious youth.

The **ASPIRA Process** is the collective sum of agency workshops, education projects, community advocacy, and youth conferences that serve to develop the potential skills and talents of our youth, otherwise known as Aspirantes.

Participants are initially exposed to workshops, seminars, conferences and various leadership retreats. This is the first tier of the **ASPIRA Process of awareness**. Aspirantes are informed on relevant education and community issues and are allowed to question and explore opportunities available.

The second tier, **analysis**, is the process by which Aspirantes reflect on knowledge, attitudes and behavior. Following a carefully constructed curriculum Aspirantes perform this exercise in weekly club meetings. Counselors utilize a curriculum guide and event calendar to deliver and coordinate education and prevention services. The curriculum guide is developed in-house and addresses diverse topics such as self-esteem, career development, college assistance, gang prevention, drug awareness, AIDS awareness and community service. Annual review and editing from the counseling staff insures the curriculum guide remains relevant to the issues of contemporary Latino and other minority youth.

The final tier of the **ASPIRA Process**, **action**, is the stage where transformation takes place. Utilizing acquired knowledge and skills developed from hours of participation Aspirantes take leadership roles in community service projects and peer role modeling.

A³
Awareness
Analysis
Action

New Initiatives

Greater Miami and the Beaches

Wynwood Neighborhood Community Schools Project

Funded by the US Department of Health and Human Services, this program provided Latino and other minority youth in the inner city Miami neighborhood of Wynwood with academic, social, and developmental services after school hours, evenings, weekends and the summer months. The grant, originally a four year cycle, was rescinded by the 104th Congress.

ASPIRA South

Accolade South Middle School

Funded by the Dade County Public Schools, Accolade South is an alternative education program which serves 80 Latino migrant and other minority potential dropouts via small classes, individual tutoring, intensive counseling, and a non-punitive behavior modification system.

Pathways to Success

Funded by the US Department of Justice, OJJDP, ASPIRA has established a comprehensive neighborhood based youth center which provides a safe haven in South Dade for after school activities: soccer, basketball, folkloric dance, murals, and a career club.

Governor's Drug Free Communities Program

Funded by the Governor's Office, this program targets 160 high risk migrant and minority youth in rural South Dade. Services include drug, gang, and violence prevention to elementary and alternative education students as well as gang members and dropouts in the community.

Hurricane Andrew Recovery and Rebuilding Fund

Funded by the Florida Department of Community Affairs, this program provides job training skills and placement of youth, ages 16-19, who have dropped out of traditional school programs.

United Way Field of Service

With the Girl Scouts of Tropical Florida as our partner, this program targeted 1120 high risk migrant and other minority students in rural South Dade. United Way support enabled ASPIRA to implement special events such as the Young Latinas Conference and Niños Heroes workshops.

Broward Initiative

In 1990, Amoco Oil Corporation selected ASPIRA of Florida to distribute minority scholarships in Dade, Broward, and Palm Beach counties. Through this effort, ASPIRA contacted the Broward County Public Schools Dropout Prevention Program. With their support, Linda Wilhoit, Principal of Perry Middle School, invited ASPIRA to form its first leadership club in Broward County. Over the next several years, ASPIRA provided



Outreach Counselor Nuria Roy and future youth leaders of ASPIRA South.

activities for educationally at risk youth at Perry and Apollo Middle as part of the Project EMPOWER initiative. This program, under the direction of Superintendent Frank Petruzielo, was conducted only afterschool and entailed a Mother/Daughter component, in which mothers were encouraged to become involved in their children's education. Discussions regarding child development and parenting skills were also conducted, as well as community service activities. Further development with Dr. Petruzielo led to the approval of an alternative middle school for Latino and other youth in South Broward. Unfortunately, it has been difficult identifying a structure that meets the required specifications. Although we have requested a postponement, we expect to identify facilities and resources in the near future. For the 1996-97 school year, ASPIRA will facilitate ASPIRA Leadership Clubs at Apollo Middle and Miramar Senior. These clubs as well as a parent support group are funded by the Children's Services Bureau of Broward County.



ASPIRA of Broward's First Annual Youth Awards Ceremony recognizes the county's first group of community service leaders.

Palm Beach Initiative

As early as August, 1991, ASPIRA began the process of responding to community support for ASPIRA programs in Palm Beach County. ASPIRA staff addressed a joint meeting of the Hispanic American Advisory Board of West Palm Beach and the Spanish American League Against Discrimination. After this meeting, many attendees expressed an interest in ASPIRA providing services to Latino youth in the county. Our thrust into the area was halted temporarily by Hurricane Andrew. As the Hispanic population increased, there was a community effort to provide outreach prevention services for youth. On January, 1996, local grass roots community leaders held the first meeting of the Palm Beach Steering Committee. These members, representing ASPIRA, the City of West Palm Beach, public schools and the public library, discussed the needs of the Hispanic community, requested that ASPIRA provide services in the area, and identified potential funding sources. In March, 1996, the ASPIRA Palm Beach Board of Advisors was formed. Funding for this initiative is currently provided by the Children's Services Council for a youth and family strengthening program at three public schools.

Organizational Program Divisions

The flagship program at ASPIRA of Florida, Inc. is the Youth Leadership Development (YLD) Program, with support from two organizational divisions, Alternative Education and Outreach.

Alternative Education Division

The Alternative Education Division is responsible for academic and school performance as well as behavior modification of 204 middle school students at two sites: Wynwood, located in Miami and Homestead.

Educationally at risk students are referred to ASPIRA's alternative middle schools, collectively known as Accolade for a multiple of reasons; overaged, poor school performance, high absenteeism, excessive tardiness or reasons of safety.

Accolade infuses the best practices of pedagogy (the process of learning and teaching) with the ASPIRA process of affective learning techniques, that are client centered and work within district and state curriculum guidelines.

These best practices are a non-punitive disciplinary program of limits policy for classroom management, basic skills mastery in reading and math, and a structured reward component predicated on a point system where students strive to a level of trust and gain privileges.

Another best practice is to provide for non-school hour activities by utilizing Accolade classrooms, computers and science labs for after school ASPIRA type club activities. This concept is in harmony with our youth sanctuary, an educational safe haven where youth can receive education, tutoring, guidance, mentoring and opportunities for community service.

The results are an alternative middle school education program that has demonstrated improved reading and math performances, school attendance and school pride. In summary Accolade develops a better educated, more community conscious and committed student.

YLD / Outreach Division

The Youth Leadership Development / Outreach Division is responsible for implementing the ASPIRA club system and the ASPIRA Club Federation (ACF) throughout the state of Florida.

It is a collaborative process among federal, state, local, United Way, private and public funders, concerned for youth, children and family issues.

ASPIRA counselors identify and recruit educationally at risk youth into ASPIRA clubs. ASPIRA clubs are engaged in social skills building, self esteem, motivational and academic advisement. Baseline data is collected at intake and throughout the program year. Youth gain a greater sense of self and participate intensively in an array of educational, career and goal setting workshops, seminars and conferences.

Community service is stressed as opportunities to give back to the community. Youth organize outreach efforts with homeless shelters, elderly centers, hospitals and neighborhood activities.

By offering peer leadership training, counseling, cultural enhancement activities and educational workshops, this program empowers minority youth to ultimately graduate from high school and pursue a higher education.

Program Performance Tracking and Evaluation

ASPIRA of Florida, Inc. has developed an overall Quality Improvement Plan (QIP) to insure program and fiscal compliance with funding sources and monitored program performance.

The **ASPIRA Budget Control System** (BCS) is a computerized software program designed and created by ASPIRA of Florida, Inc. for Program Disbursements of Funds by Accounts. This software program, which has been enhanced over the past four years, enables the Executive Director to properly credit accounts by funds and monitor monthly disbursement requirements for each funding source. This program also enables ASPIRA of Florida to comply with Federal Regulations concerning Single Audit Review / A-133.

The **ASPIRA Database**, known as MIS (Management Information System), is a parallel software program which has

been designed, created and enhanced over the past four years.

This software program enables program compliance in three major evaluation components:

Service Delivery - measured in units of service by category and length of service as well as frequency.

Process - infrastructure development enables the management team with data of direct services to determine service gaps and improve performance.

Outcome - accomplishment of measurable objectives and standards of performance.

MIS collects all pertinent demographic data regarding ethnicity, gender, grade levels and household income, as well as number of units of service, contact hours and club meetings in all service areas.

ASPIRA performs an end-of-year review known as **Tracking of Clients and Services**. The data is collected to measure outcome in areas of academic achievement, behavior and attitude changes.

The variables which are tracked includes:

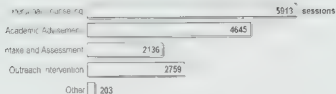
- GPA at time of intake
- GPA at end of year
- Attendance in school
- Grade Promotions
- Retention/Graduation
- College Enrollment
- Assessment Survey data
- Number of gang members
- How many dropped out of gangs
- How many arrested/rearrested
- Drug prevention (prepost)
- Number of club meetings
- Number of group and individual sessions
- Community service performance



Latinas observing their quinceañero this year shared their celebration with ASPIRA during our 15th Annual Award Ceremony.

Annual Performance Summary 1995-96

INDIVIDUAL COUNSELING SESSIONS



	Greater Miami & Beaches	ASPIRA South Division	Alternative Education Division	Broward Division	Total Sessions
Personal Counseling	1618	366	1,466	633	5913
Academic Advisement	3364	191	633	457	4645
Transfer & Academic Counseling	2011	79	1	420	2720
Financial Aid & Admissions	391	8	1	0	403
Student Contracts	555	1	1	37	662
Mentorship Opportunities	400	39	1	0	536
Tutoring	7	73	1	0	384
Intake and Assessment	1554	200	277	105	2136
Outreach Intervention	1273	230	765	491	2759
Home Visits	612	164	1	125	332
Parents & Teacher Consultation	661	66	14	366	1827
Other (Referrals, JASS, etc.)	159	27	17	0	203
Total	7968	964	5038	1686	15,656
Total hours logged	4175	444	2395	707	7721
Average time per session	31 min	28 min	29 min	25 min	30 min

- A total of 7,721 hours were logged performing 15,656 individual counseling sessions
- Approximately 67% of these sessions were personal counseling or academic advisement with 507 attending five or more sessions

GROUP COUNSELING SESSIONS

	Sessions	Attendance	Average Attendance per Session
ASPIRA Club Meetings	153	1,378	15
Small Group Counseling	273	1,629	6
Prevention Educational Workshops	102	1,173	18
Educational Field Trips	94	1,844	22
Recreational Field Trips	66	926	14
ACF Conferences	12	818	68
Total	1,791	25,968	14

	Sessions	Attendance
Greater Miami and the Beaches		
ASPIRA Club Meetings	54	6,118
Small Group Counseling	133	750
Prevention and Educational Workshops	187	3,023
Educational Field Trips	40	420
Recreational Field Trips	33	335
ACF Conferences	6	665
Total	853	14,806

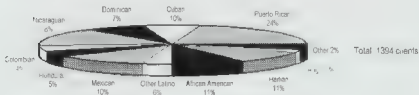
ASPIRA South Division		
ASPIRA Club Meetings	81	1,067
Small Group Counseling	10	100
Prevention and Educational Workshops	6	90
Educational Field Trips	5	57
Recreational Field Trips	12	113
ACF Conferences	2	5
Total	159	1,888

	Sessions	Attendance
Alternative Education Division		
ASPIRA Club Meetings	1	1
Small Group Counseling	1	1
Prevention and Educational Workshops	1	1
Educational Field Trips	20	100
Recreational Field Trips	17	17
ACF Conferences	2	2
Total	53	6,849

Broward Division		
ASPIRA Club Meetings	69	1,614
Small Group Counseling	1	1
Prevention and Educational Workshops	46	923
Educational Field Trips	3	49
Recreational Field Trips	4	56
ACF Conferences	2	89
Total	149	2,815

- A total of 1,791 group counseling sessions were conducted, of which 59% were ASPIRA club meetings.

CLIENT ETHNICITY



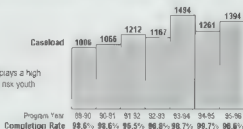
	Greater Miami and Beaches	ASPIRA South Division	Alternative Education Division	Broward Division	Total
Puerto Rican	221	27	64	17	329
Cuban	67	20	28	4	138
Dominican	66	5	17	13	102
Nicaraguan	88	4	22	2	116
Colombian	33	1	6	10	50
Honduran	53	1	16	1	71
Mexican	5	89	51	-	145
Other Latino	52	13	12	6	83
African American	114	20	14	10	158
Haitian	135	14	8	-	157
Anglo	6	2	3	2	13
Other	23	3	2	4	32
Total	883	199	243	69	1394

- Gender breakdown: 581 Male (42%) and 813 Female (58%)
- A total of 1,153 or 83% come from families with annual incomes under \$16,180
- Major focus of services remain in early intervention with 78% at or below 10th grade

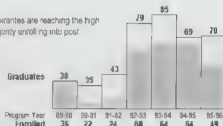
DROPOUT PREVENTION

- A total of 1,346 out of 1,394 or 96.6% were encouraged to stay in school and not out
- A total of 70 were high school seniors of which 65 or 93% graduated
- Of the 65 high school graduates, 49 or 75% enrolled into post secondary institutions

A seven year analysis displays a high completion rate among at risk youth involved in ASPIRA



In the last four years, more Aspirantes are reaching the high school senior level with the majority enrolling into post secondary institutions



FUNDING SOURCES

Greater Miami and Beaches

United Way of Dade County
 Dade County Administration
 Miami-Dade Public Schools
 City of Miami: CDBG
 City of Miami: Health & Safety
 Florida Department of Education
 Government of Florida
 Department of Health & Human Services

Alternative Education Division

United Way of Dade County
 Dade County Public Schools
 Metro-Dade Human Resources
 Florida Department of Juvenile Justice
 Pillsbury-Rudy Division

ASPIRA South Division

United Way of Dade County
 Dade County Administration
 Miami-Dade Public Schools
 Florida Department of Community Affairs
 U.S. Department of Justice

Broward Division

United Way of Broward County
 Broward County School Board
 Broward County Family & Juvenile Services
 The Sun-Sentinel

General Support: The Amoco Foundation, AT&T
 J. Batera Bus Company, HIF Health Plan of Florida
 MC and other private donors

ASPIRA of Florida, Inc. is a 501(c)(3) non-profit organization. Contributions are tax deductible. Benefactors through gifts, bequests, wills or endowments are accepted.

Financial Statements 1995-96

STATEMENT OF PUBLIC SUPPORT REVENUES AND EXPENSES AND CHANGES IN FUND BALANCES

	Current Funds		Totals	
	Restricted	Unrestricted	RF	RF
Support and Revenues				
Contributions private and corporate	16,860	\$37,656	\$54,506	\$4,264
Federal, state and local government	0	1,757,575	1,757,575	\$8,104
Gifted fees	24,662	63,136	87,797	\$2,104
Fund raising activities	17,471		17,471	\$4,471
Interest and other income	16,548	0,413	17,262	\$94
Total Support and Revenue	\$75,532	\$1,864,779	\$2,040,811	\$17,864
Expenses				
Program Services: Student Aid, Counseling and Alt. Schooling	0	\$1,864,779	\$1,864,779	\$1,600,282
Tenants and Administrative	2,2931	0	212,931	\$21,507
Fund Raising	15,676	0	15,676	\$5,806
Total Expenses	228,607	\$1,864,779	\$2,093,386	\$17,727,595
Support and Revenues in excess (deficit) of expenses	(\$52,775)	0	(\$52,775)	\$58,450
Fund balance, beginning of year	483,555	268,007	751,562	693,112
Fund balance, end of year	\$430,780	\$268,007	\$698,787	\$751,562

STATEMENT OF CASH FLOWS

	Current Funds		Totals	
	Restricted	Unrestricted	RF	RF
Cash flow from operating activities				
Excess of Support and Revenues over (under) expenses	\$75,532	\$1,864,779	\$2,040,811	\$17,864
Depreciation				
Changes in operating assets and liabilities				
Increase (Decrease) in Grants Receivable	0	(27,582)	(27,582)	\$5,802
Increase (Decrease) in Other Assets	0	23,925	23,925	0,755
Increase (Decrease) in Property and Equipment	265,247	0	265,247	\$8,514
Increase (Decrease) in Accounts Payable and Accrued expenses	0	12,671	12,671	\$2,071
Increase (Decrease) in Grants for Future use		(153,213)	(153,213)	(27,349)
Net increase (Decrease) in cash	(\$188,412)	\$162,227	(\$26,185)	\$61,189
Cash, Beginning of Year	275,809	124,021	399,830	338,641
Cash, End of Year	\$87,397	\$286,248	\$373,645	\$399,830

STATEMENT OF FUNCTIONAL EXPENSES

Youth Leadership Development Program

	Alcohol Abuse Mental Health & Prevention Outreach HRIS	Dropout Prevention Edu Talent Search Training & Placement	All Education	Research Develop	Program Support Services	General and Admin	Fund Raising	TOTAL Expenses 1995-96	Last Years Expenses 1994-95
Personnel									
Salaries and Wages	1,538	1,538	1,538	1,538	1,538	1,538	1,538	1,538	1,538
fringe Personnel	48	48	48	48	48	48	48	48	48
Total Personnel	\$12,538	\$12,538	\$12,538	\$12,538	\$12,538	\$12,538	\$12,538	\$12,538	\$12,538
Program And Operational Expenses									
Occupancy / Utilities	\$4,742	\$62,107	\$115,839	\$5,935	\$5,400	\$ 2,982		\$207,005	\$14,887
Equipment Rental	3,347	8,625	12,080	479	800	2,743		29,074	22,427
Telephone & Post	2,729	5,684	8,839	880	1,018	893		18,043	13,435
Printing & Repro									
Supplies	2,847	4,411	12,275	132	2,000	2,178		23,963	21,225
Subscriptions	187	1,083	867		202	186		2,535	1,980
Youth Travel & Lodging		9,417	8,716			164		18,297	28,007
Staff Travel & Lodging	3,506	9,118	3,801	6,17	1,891	1,891		26,176	26,709
Vehicle Maint. & Expenses		850	2,282			479		3,331	3,357
Professional Fees		2,500	3,100					5,600	5,575
Consultant & Contract Services	266	6,415	9,456			1,308		7,444	23,171
Insurance & Bonding	157	13,844	6,345		1,515	2,196		24,057	23,617
Staff Development		636	528	50	618	2,966		4,798	5,726
Youth Activities	229	24,775	0,102					34,906	34,509
Educational and Program Materials	1,888	21,479	23,329					46,676	34,878
Scholarships			6,936					6,936	8,817
Youth Stipends		3,787	356					4,145	9,770
Miscellaneous	58	6,795	119					6,972	10,614
Depreciation						129,510		29,610	46,838
Fund Raising Expenses							15,676	5,676	5,806
Other Expenses	15	425	2,122					2,562	
Total Program and Operational Exp	\$20,827	\$181,955	\$225,574	\$14,847	\$14,064	\$158,512	\$15,676	\$631,075	\$479,835
Total Personnel and Program/Operational Expenses	\$93,365	\$730,642	\$898,430	\$31,752	\$110,750	\$212,931	\$15,676	\$2,093,386	\$1,727,595

Board of Directors

Executive Committee

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Vice President, Investment
Dean Witter Reynold, Inc.

Heddy Peña, Vice Chairperson
International Public Affairs Director
Central America / AT&T

Jose Cruz, Treasurer
Managing Director
First Union National Bank of Carolina

Joseph Piñon, Past Chairperson
Assistant City Manager*
City of Miami Beach

Minian Lorenzo, Secretary
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North Campus
School of Justice and Safety
Administration

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Attorney At Law
Colt Davidson Carter Smith Saiter &
Barkett

Raul Martinez, Chief Financial Officer
Executive Director
ASPIRA of Florida, Inc.

Directors

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Bureau Community Services &
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Student Activist,
Miami Dade Community College
ASPIRA National Board Secretary

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Dade County Public Schools

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United National Bank

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County Court Judge
Hialeah and North Dade District Court

Pedro Martinaz-Fraga
Attorney At Law
Greenberg, Traurig, Hoffman

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President
Lemuel Ramos & Associates

Suzanne Salichs
Team Metro
Office of County Managers

Student Representatives

Jennifer Arjona
ACF President
North Miami Senior High School

Arjany Gonzalez
ACF Vice President
Miami Northwestern Senior High School

Staff

Executive Support Team

Rafael Martinez, Executive Director
William A. Ramos, Deputy Director
Anita Rafky, Deputy Director
Aida L. Diaz, Director of Alt. Education
Maria T. Jimenez, ASPIRA So. Director
Aymel Chaples, Accolade South Director
Cathy A. Anaya, Palm Beach Director
Syndia A. Nazario, Broward Director
Janet Collazo, Greater Miami Coordinator

Administrative Team

Milagros A. Torres, Executive Assistant
Horace E. Wallace, Accountant

Accolade Middle

Jame R. Caro, Social Studies
Justo Castro, Monitor
Tomas Cinton Jr., Counselor
Tayra Ichino, Language Arts
Loyda Lorenzo, Reading/Motivational
Sara Najara, School Counselor
Iliana Peña, Mathematics
Ines M. Perez, Teacher's Aide
Vivian Rowe, Physical Ed. & Health
Carlos E. Salgado, Art
Margarita Soto, Science/Geography
Sabrina L. Walker, Science
Lutricia Wright, Language Arts

Accolade South

Daniel Cruz, Art/Motivational
Charmaine V. Dennis, Counselor
Ricardo Diaz, Physical Ed. & Science
Alejandro Flores, Language Arts
Marlene Molotzak-Land, Social Studies
Esperanza Sanchez, Mathematics

YLD / Outreach Counseling Staff

Greater Miami and the Beaches

Ruth Ann Bland
Fernando Colon
Ins Corchado
Antonio Diaz
Aldo Garcia
Eduardo R. Lacayo
Minam Y. Ortiz
Ana R. Vallejo

ASPIRA South

Arny M. Drucker
Julie M. Pascual
Nuria Roy
Beatriz Vidales

ASPIRA of Palm Beach

Davina L. Martinez

Specialists

William Basantes, CSSN Coordinator
Gilberto Conde-Gencot, System Analyst

Office Support

Patricia Alaniz, Receptionist
Maria E. Jimenez Fletcher, Secretary
Mima M. Lacayo, Secretary
Ana P. Macy, Acc./Data Entry Clerk
Blanca Rodriguez, Secretary
Branda I. Rodriguez, Receptionist

Maintenance

Manuel Cuevas, Maintenance Manager
Angela T. Garcia, Maintenance Support
Nahir Gil, Maintenance Support
Cecilia Reyes de Galo, Maint. Support



ASPIRA of Florida staff 1995-96



The Miami Herald



Sun-Sentinel



City of
Miami
Beach



Thank You !



United Way
of Dade County





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